

**Cultural Competency Workgroup
Meeting Minutes
January 9th, 2008
DMHA Conference Room IGCS
2:00 PM**

Attendees: Maggie Lewis, Lynn Smith, Barbara Seitz de Martinez, Anna Hail, Janet Fuller, Rebecca Smith, Grace Fuller-Y, Valerie Fuller-Y and Marcia French

I. Welcome-Maggie welcomed everyone.

II. Review and approval of minutes from 11/14/07 with addition of ...'for Cultural Competence purposes' to whether or not Hielo was a legitimate organization to consider for Lake County's Cultural Competence Workgroup in bottom of the IV section.

III. SPF SIG Updates

Marcia French reported that all 12 communities are working on their local

Epi-profiles and she'd written and distributed a template and guidance document for the Local Strategic Plan. Each community is required to participate in a training next week at IUK focusing on the logic model and how this will work into their strategic plan based on the information provided by their local epi-reports. For any others interested in the joining the training please contact Marcia French .

IV. Ideas for sharing Cultural Competence message to communities

The IPRC is conducting a training today with members of Tippecanoe on Cultural Competence. Roger from the IPRC met with Maggie, Marcia and Kim on Tuesday to review the information they were going to present. The CC workgroup reviewed the contents which resulted in these findings:

Tokenism was a word used but not defined. The workgroup came up with a definition to be used while training for CC with SPF SIG project:

Tokenism: A deliberate attempt to include a single individual that represents a cultural/racial group in order to avoid criticism.

Include opportunities to those in the trainings who have experienced tokenism be able to share their feelings and experiences.

Introduce the GAC to these documents for their first exposure to trainings of Cultural Competence.

The *Cultural Diversity Programming Lens: General Framework* and *Cultural Diversity Program Lens* were not sanctioned and endorsed by the workgroup due to assumptions of philosophical differences this group didn't feel were appropriate to be addressing. There is too much material and depth for what this workgroup feels is appropriate to the time constraints of the project and the depth of knowledge necessary for the trainers. One option would be to pull specific information they felt was of benefit and re-package it to present again to the CC Workgroup.

Sanction and endorsement of the Overview, Definitions, Continuum and Checklist documents was given. Each of these were identified as heightening

awareness and providing healthy discussions around the meaning and depth of Cultural Competence. It was also noted that it would be necessary for personal application and to debrief.

V. Ideas for training GAC and other workgroups

Maggie introduced the idea of keeping those working with the project's councils focused on cultural competence. Marcia shared that in the quarterly reports for the feds, Indiana is to report on how we are keeping the staff abreast and trained on cultural competence. Maggie suggested that one of the members might accompany her to each GAC meeting beginning in January and share for 5-10 minutes a specific component or cultural concept. All agreed they would support this. Marcia indicated that there was a change with the chair and that Mark Frisbie, challenged with many time constraints with his job struggled to make meetings and chose to resign. The new chair appointed from the Governor is Sheriff Matt Strittmatter, Marcia indicated he is very engaged and seems to be dedicated to arranging his schedule to be involved and to be a strong leader of the GAC. Marcia felt he would be very welcoming of a few minutes devoted to this idea, as this is strongly encouraged by the feds. Maggie stated she will draft ideas to present and bring them back to the workgroup to discuss.

VI. Further Business

Question posed as to when the GAC meetings were scheduled. Marcia stated that Kim would be sending out a schedule but the following dates were confirmed: January 22, March 18, May 20, July 15, September 16, & November 18. Each month someone from the CC Workgroup will present with Maggie.

Marcia will email Maggie the list of members and Maggie will establish a schedule which will be reviewed next meeting.

VII. The next meeting will be held on March 12, 2008 at 2pm. Marcia will send out reminders.

VIII. Meeting Adjourned